



COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT



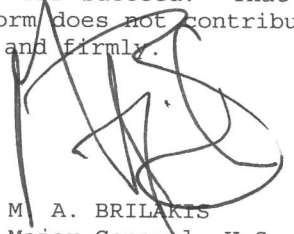
The Marines, Sailors, and civilians of 3d Marine Division have a unique opportunity to serve forward deployed and shape international relations. With this opportunity comes the responsibility to uphold our core values of honor, courage, and commitment. Discrimination or harassment in any form diminishes us as an institution and destroys our ability to accomplish our mission by reducing effectiveness and trust.

Equal opportunity is the cornerstone of sound leadership. It ensures that individuals are judged solely on the basis of merit and ability, and that their failings are constructively corrected so as to generate a sense of camaraderie and trust. All members of 3d Marine Division shall be afforded the opportunity to excel on the basis of individual efforts, performance, conduct, diligence, potential, capabilities, and talents regardless of age, color, gender, race, religion, or national origin. Any actions such as discrimination or sexual harassment that demean the dignity of another person, to include reprisal, will not be tolerated. Those who violate this policy will be subject to disciplinary and/or administrative action.

Any individual who believes he or she has been discriminated against or harassed has two recognized methods for resolving the issue. The Informal Resolution System (IRS) allows for a quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. In the event that the IRS does not resolve the inappropriate behavior, the formal method utilizing the chain of command and Request Mast, should then be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is the Request Mast system.

I charge every leader in 3d Marine Division to empower our Marines, Sailors, and civilians with the means necessary to feel safe and protected within our ranks. All leaders will ensure a means for every member of our Division to reach out if they feel threatened. Reprisal, intimidation, or further harassment of any member of this command, as a result of a complaint being filed, will not be tolerated. If you believe that you are a victim of discrimination, sexual harassment, or a reprisal, notify your chain of command or your Equal Opportunity Representative (EOR) immediately. The 3d Marine Division Equal Opportunity Advisor, Staff Sergeant Siah-Ra Ausar, may also be contacted at (315) 622-7654 in the event your EOR is not available.

We each joined the U.S. Military for a variety of reasons. In most cases, we did so because we had an expectation that we would be treated fairly and be recognized for our efforts. This is as it should be. Discrimination against any member of the command which denies anyone the opportunity to meet their full potential will not be tolerated. In combat we need the entire force to succeed. The goal of all leaders is to do everything to make all members in their charge succeed in their assigned mission. If our subordinates succeed, we will succeed. That is the endstate—Mission Success. Discrimination in any shape or form does not contribute to mission success and must be addressed immediately, directly, and firmly.


M. A. BRILAKIS
Major General, U.S. Marine Corps
Commanding General